

Summary of Changes to ASEA 2022-2025 CBA

Incorporated provisions of 20-GG-017 that transitioned ASEA to bi-weekly payroll.

Incorporated changes needed after HR transition.

Article 1	New/changed Classification	1.02 Shorten the timeframe for the appeal to ALRA of a BU change
Article 7	LMC	If either party offers training to LMC members, it will be offered to both parties.
Article 12	layoff	Email notification suffices for recall from layoff
Article 14	Notice of Discipline and Discharge	Added instances that are considered egregious misconduct; excessive force, serious maltreatment, abuse, or neglect of individuals in the care and custody of the State
Article 17	Class or class series reviews	17.02 The State shall verify receipt of written request to meet and confer regarding class reviews.
Article 18	Performance evaluations	18.01 Annual evaluations on the same date for all employees in agency. Rewording of the appeal procedures. Employee who received unacceptable evaluation may request a re-evaluation in certain circumstances. 18.02 Affirmative evaluations
Article 19	Health and security	Employer contributions as follows: July 1, 2022 - \$1,567 July 1, 2023-\$1573.50, July 1, 2024-\$1,579.50
Article 21	Wages	Wage adjustments as follows: July 1, 2022 3% - July 1, 2023 2.5% July 1, 2024 between 0 and 5 % depending on CPI. All employees will go to direct deposit
Article 22	Overtime and Premium Pay	16 hours of work per day may be counted towards flex time weekly threshold. Incidental flex time for overtime ineligible employees. Standby pay: Adult Probation Officers in DOC qualify for higher amount of standby pay
Article 25	Annual/Sick leave	Incorporated new amounts of leave accrual due to bi-weekly. No change in total amount of leave. Cost of unreturned property will be taken out of terminal pay
Article 26	Personal leave	Incorporated new amounts of leave accrual due to bi-weekly. No change in total amount of leave. Increase in catastrophic leave use amounts Cost of unreturned property will be taken out of terminal pay
Article 27	Shift assignment	LWOP does not count toward job class seniority
Article 32	Parking	Elimination of parking LMC
Article 33	Protection of Rights	Employees have to return property upon separation or entering Seasonal leave without pay, or the depreciated replacement value will be taken out of their terminal leave payment
Article 34	Examination of records	Recognizing our records are electronic
Article 41	Availability of the Agreement	Parties agree to have agreement available on web-page, printing is optional